

NLPS JEDI Project Plan

Purpose:

As guided by the Ministry of Education, Nanaimo Ladysmith Public Schools (NLPS) will promote the values expressed in legislation. NLPS policies and practices honour justice, equity, diversity and inclusion (JEDI) and we respect the rights of all individuals, in accordance with the law.

The Syeyustus Framework will guide JEDI to advance justice, equity, diversity, and inclusion, across the organization and include strategies that strive to eliminate all forms of oppression, racism and systemic discrimination within our organization and community.

The Syeyutsus Framework will support embedding the core values of JEDI into the District's everyday work and culture in support of the Board goals of a "Safe, caring and healthy learning and working environment that is inclusive of the diversity of our entire learning community" and "truth and reconciliation".

We know this is ongoing work, that will remain a focus for many years. This project plan is focused on the first year's activities to build the foundation of justice, equity, diversity and inclusion across the district.

Through our first year of JEDI, we will learn from one another which will guide the next year's work.

Target Audience

The focus for 2022 – 23 is our 2,500 employees across the varying NLPS departments and schools and will have a direct impact on how we treat our students and our colleagues.

Philosophy:

Syeyutsus Framework will be the lens through which we develop and deliver the training programs for year 1 of JEDI.

The work will be done 'in a good way' guided by the teachings of na'tsa' maht shqwaluwun a Hul'qumin'num expression for *working together with one heart and one mind*.

Approach:

NLPS JEDI will employ the 70:20:10 model of learning developed by Morgan McCall, Robert Eitinger and Michael Lombardo at the Centre for Creative Leadership. The 70:20:10 model is an effective way of highlighting the importance of experiential and informal learning.

This model embodies Syeyutsus and utilizes the sacred circle, a process of decolonizing & healing.

- 70% is experiential learning, self & group reflection
- 20% is social/informal learning
- 10% is structured learning

Decolonizing is reconnecting. It's the restoration of relationships. It's building back those authentic relations with the people, the Land and the more than human world.

Key Topics for 2022-23

- Indigenous Relations
- Unconscious bias
- Anti Racism
- LGBTQ2S+
- Trauma Informed Approaches
- Accessibility

Action Plan

What	Who	When
Research / Preparation		
JEDI Audit of NLPS <ul style="list-style-type: none"> - Consultation with key people - Information gathering <ul style="list-style-type: none"> ○ Survey - Seminal documents that will inform our work <ul style="list-style-type: none"> ○ Existing policy ○ Ministry mandates ie. JEDI - Safe Schools - Other 	Chanelle (with Shawn and stakeholders)	
Policy and Process Review <ul style="list-style-type: none"> - Choose 2-3 key policies to review through JEDI lens (to be chosen in audit) - Develop JEDI lens process to review policies/procedures on an ongoing basis 	Shawn and Chanelle	
District Wide Training <ul style="list-style-type: none"> - Liaise with NDTA and CUPE PD chairs, and other stakeholders to discuss joint training opportunities - Identify 5-6 specific training topics through audit process - Build 5-6 training workshops and deliver them district wide <ul style="list-style-type: none"> ○ Focus on experiential learning format 	Shawn and Stephanie (with stakeholders)	

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Training Developed on Key Topics		
Develop Training / Engagement Calendar for all audiences		
Develop Communications / Marketing Plan		
Develop Measurement Plan		